

FAITH LUTHERAN CHURCH
Council Meeting Minutes
January 10, 2016
1:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 1:01 pm.

Present: President Austin Adams, Secretary Alyssa Jacobs, Treasurer Matt Engelmann, Myra Haugene, Richard Hinojosa, Maury Tiller, Brian Weaver, Guest Kari Voight, Guest Lois Heckart

Absent: Bob Vidmar

2. Adopt agenda

Agenda approved.

3. Devotion

Brian: In the New Year don't look back but move forward.

Alyssa will send out devotion sign up list and get together a contact list for the council.

4. FLDS Brick Paver location

Introduction of Lois Heckart regarding the FLDS Brick Project: Bricks for Kids. Bricks for Kids is specific to raise funds for the FLDS Endowment Scholarship Fund. Would like to move the location of the brick sidewalk to the main entrance of the school, in front of the LTTMC.

Motion to accept the change in location by Myra, seconded by Alyssa. Motion carries.

5. Approve Minutes

Motion to accept the regular meeting minutes from December 13, 2015 by Brian, seconded by Matt. Motion carries.

6. Receive reports with discussion as warranted on regular agenda items:

Finance Report

- Matt submitted the December Finance Ministry Team Report and financial statements.
- Total giving was up by over \$53.4K vs. November (including special gifts) and was the highest level of monthly giving for the year.
- Total income averaged \$36.9K per week. This was the highest average weekly giving and was an excellent response from the congregation.
- Unallocated reserve discussion: Why is there an unallocated reserve? What has been done with benevolent mission partners? What did Council agree to and when? Will have a reminder next meeting and come up with a plan to move forward.
 - Action Item – next meeting come up with a proposal on how to take care of this commitment.
- Discussion of holiday expenditures: How can better budget for them year after year? Matt will look at seasonality of expenses.

Motion to accept the finance report by Maury, seconded by Myra. Motion carries.

Facilities Management Report

- Discussion of water proofing the LTTMC. Special gift given in December to begin water proofing the LTTMC. Water proofing to begin this month.
- Discussion of physical and technological modifications that will be necessary to have a second site become a reality.
 - MIF discussion and how a second grant opportunity may be available to cover the expenses of modifying the building to support a second site.

Motion to accept the facilities management report by Alyssa, seconded by Matt. Motion carries.

7. Strategic Big Rocks

- Creating a culture of discipleship
Austin shared with the Council that we have received verbal approval for the Fast Growth Grant. The amount of the grant is \$30K and will help to cover our distributed church plan and an associate pastor.
- Financial sustainability
There is no update on the 3.5 acre sale. Austin expressed disappointment with HSM Agency and our ability to give written notice to cancel our contract.

8. Discuss bishop election and appoint 2016 Synod Assembly delegates.

The Synod Assembly is scheduled for April 22-24 in Arlington and will involve the election of a new Bishop. There are 2 pre-election Mission Area conversations scheduled for February 20th and April 9th. We need to designate delegates at our February meeting so that they can attend one of the Mission Area conversations. Our delegates will consist of the Pastor, 2 lay, 3 for size and 1 young adult. We need to better advertise this opportunity to the congregation by putting an announcement on the screen or in Faithblast. We especially need to emphasize the Young Adult opportunity. Four names have currently been submitted. We need five delegates plus a young adult. Discussion of formulating an agenda for Faith in choosing a new Bishop.

9. 2014-15 Senior Pastor Assessment Update

Assessment was initially delivered. Will have a follow up meeting to finish this process.

10. Set date for Council Retreat

Tentatively set for February 12 and 13. Brian will confirm date and place.

11. Thoughts for congregation meeting

Tentatively set for February 28.

12. Associate Pastor Search

Motion to direct Pastor to reactivate the call committee and update the congregation profile by Matt, seconded by Brian. Motion carries.

13. Active projects and future agenda items

- Bulletins available through hot-spot on Sundays - DOO
- Weather policy - DOO
- By-laws task force – still open
- Open Carry posting– will discuss in February meeting. Maury will lead the discussion and present examples from other churches and input from staff.

14. Adjournment

Motion by Brian to adjourn, seconded by Matt. Meeting adjourned at 3:00 pm.

FAITH LUTHERAN CHURCH
Council Meeting Minutes
February 13, 2016
12:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 3:45 pm.

Present: President Austin Adams, Treasurer Matt Engelmann, Vice President Bob Vidmar, Myra Haugene, Richard Hinojosa, Brian Weaver and Maury Tiller

Absent: Alyssa Jacobs

2. Strategic planning discussion led by Pastor Rusty

Vision/Mission: magnet strategy. We gather to send. Goal is to have our first distributed church in January of 2017. We need \$100k for start up. We have received a \$30k grant from ELCA for an associate pastor. If ELCA approves our distributed church strategy we will apply for a grant to help launch our plan.

Call committee in place for an associate pastor. Need to update our profile. Need for mission developer.

All of council approved the distributed church strategy.

How: Sermon will be in video at distributed church. All other services will be live. We tape Saturday night sermon at main campus to present on Sunday at satellite campus. We will train mission families before going to new location.

Geographic location (need due to grant): Look at 1- direction 2- zip code (based on socioeconomics, culture, and population)

- N. Corinth/S. Denton
- Colony-Frisco (East)
- Argyle-Keller (West)
- Grapevine (South)

Council supports 1st: N. Corinth/S. Denton or 2nd: Colony-Frisco

Fundraising/financing:

- Grants
- Ministry plan: cover on-going expenses
- Sale of Land: This is needed to lower mortgage.
- Funding Campaign: 2 year campaign with an \$800k goal

Renovations for Central Campus:

- Single level platform (\$40k)
- New technology needed (\$10-20k)
- Painting needed (\$16k)
- New baptismal font needed (\$5k)

New Campus: Will need \$100k for the first year. The 2nd year we will need less (\$50k - technology). Campaign to pay debt service as part of ministry plan.

Message to congregation:

- We need to first fund the ministry plan and then the capital campaign

- We need to fund the new staff positions
- \$85k per month for all operating (60% staff)

New Staff: Concern about no funding for associate pastor. The call committee is in place. The council agrees that an associate pastor is the most important for ministry. We also need a part time worship leader. The congregation must approve by a 2/3 vote.

When: Congregational meeting on February 28 at 12:00 pm.

3. Approve Minutes

Motion to accept the regular meeting minutes from January 10, 2016 by Maury, seconded by Richard. Motion carries.

4. Receive reports with discussion as warranted on regular agenda items:

Finance Report

- Matt submitted the January Finance Ministry Team Report and financial statements.
- Total income for January was \$78.2k. This is down by \$49.3k from December and was \$18.9k below the ministry plan for January.
- Total income averaged \$15.6k per week. This was down from the \$36.9k per week in the month of December. January was a 5 Sunday month.
- Expenses paid in January were \$84.0k. This is \$14.8k below the ministry plan and \$14.1k below what was spent in December. The ministry plan had the associate pastor and one additional staff member budgeted for the entire year.

Pastor's Report

- Pastor Rusty to be included in the Bishop meeting nomination.
- *Motion by Bob, second by Brian. Motion Carries.*

5. Strategic Big Rocks

Financial sustainability: sale of land

Motion to direct to President to give 30-day notice to cancel land sale contract with current realtor by Bob, second by Maury. Motion carries.

6. Appoint 2016 Synod Assembly delegates

Delegates for the 2016 Synod Assembly will be Austin Adams, Gene Davenport, Beth Ann Vidmar, Bob Vidmar, Kitty Bernard, Luke Sullivan, Holly Turnbow, and Ellen Weaver.

7. Open and Concealed Carry

Maury presented the impact that open and concealed carry laws have on our congregation. In 1997 a law was passed that allowed concealed carry, however the law has changed and open carry is now allowed. We have two options: post signs prohibiting guns on campus or hand out notes if open carrying that it is not allowed. We can only prohibit inside of the buildings, not in the parking areas. Due to the Day School, there is a no guns during school hours policy.

However, it is the church's responsibility to post signs for no carry.

Motion to post no guns on property sign by Maury, second by Bob. Motion unanimously carries. Matt is going to donate the signs.

8. Active projects and future agenda items

- a. Bulletins available through hot-spot on Sundays - DOO
- b. Weather policy - DOO
- c. By-laws task force

9. Adjournment

Adjournment at 4:55 pm.

FAITH LUTHERAN CHURCH
Special Called Council Meeting Minutes
March 3, 2016
6:30 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 6:40 pm.

Present: Austin Adams, Bob Vidmar, Alyssa Jacobs, Maury Tiller, Myra Haugene and Pastor Rusty

Absent: Brian Weaver and Richard Hinojosa

2. Discuss Presentation at congregation meeting on March 6, 2016

Three topics: 2016 ministry plan; distributed campus and MIF loan; and special discussion led by pastor rusty. ELCA pledged to give Faith \$1000,00 per distributed church we plant. ELCA is also giving \$30,000 grant for associate pastor (\$2,500 a month for 12 months).

3. Authorize President to re-certify Scouting ministry at Faith

Motion by Pastor Rusty, seconded by Bob Vidmar. Motion carried.

4. Approve Ron Swenson as Mission Area Delegate to replace Gene Davenport.

Motion by Bob Vidmar, seconded by Maury Tiller. Motion carried.

5. Adjournment

FAITH LUTHERAN CHURCH
Council Meeting Minutes
March 13, 2016
1:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 1:02 p.m.

Present: Austin Adams, Bob Vidmar, Alyssa Jacobs, Pastor Rusty, Myra Haugene, Brian Weaver, Maury Tiller and Richard Hinojosa

2. Devotion

Austin opened with prayer

3. Approve minutes

Will approve the following by email:

- Strategic Planning and Regular meeting February 13, 2016
- Special Called Council Meeting March 3, 2016
- Special Called Congregation Meeting March 6, 2016

4. Receive reports with discussion as warranted on regular agenda items:

Finance Report

- Income for February was \$85.9K. Expenses paid for February were \$85.3k. This is \$6.8k below ministry plan and \$1.3k below what was spent in January. It was a good month and we added \$.6k to operation fund.
- Push pay: cost 400-500 a month to operate but for the last 6 months 20k a month going through. Get more electronically than through the plate

Pastor's Report:

- Key staff members having personal and family stuff going on which is creating a strain. We have great people stepping up and helping, but not sustainable. Truly need staffing. Need infrastructure we are talking about to be the church we already are.

Motion to accept all reports. Motion by Bob, second by Myra. Motion carries.

5. Strategic Big Rocks

- Creating a culture of discipleship:
 - i. Distributed strategy update
 - ii. Grant application- preparing second one. We have given Stephen Kanouse the zip codes and he is running demographics through ELCA for us. Once we have that back we will submit. Will have filed by 30 days. Council to review application before submission.

1. Question: will Stephen stay in the position after Bishop election? It depends, the position is not tied to Bishop. May have to bring new person up to speed with our vision.
- Financial sustainability
 - i. Path to selling North 3.5 acres – Austin. Turned in letter to terminate contract. Effective end of this month. Biel partners will be new realtor. They work in the area. From Austin's experience and experience with another venture, they keep in touch and actively work the property.
 1. Review activity - None
 2. New realtor eff. 4/1/16
 - ii. Review Ministry Plan vote of 3/6/16 and take appropriate action: 122 ballots that were registered for. 116 voted YES. 1 abstention. 5 ballots not returned.
 1. Call process: convened call committee. Everyone who served prior has agreed to serve again. Seeking replacement for Dan Whittington. Will send out replacement name electronically. Call committee: Tim Tallafuse (chair), Don Bell, Keegan McConnell, Kim Franklin. Will file profile and then will be given names. Thinks there will be even more of an incentive for people to inquire with updated profile and distributed church strategy. Call committee will update council when there is news.
 2. Capital campaign: Want to do campaign for 800k. Needed 100k for renovations, 100k for new place and 500k for debt reduction. Already have 100k from ELCA and then 100k for future sites. Tithe to go to school board endowment fund. Jerry Gray has agreed to be campaign chair if we agree to move forward. We need to make some decisions soon so that we can communicate:
 - a. Need a name and logo: High school youth to work on next Sunday. Give them a vision statement. Let them come up with a name, tag line, logo, etc.
 - b. A floating 20k: an operating/maintenance reserve built in to expansion.
 - c. Keep number right where we are. Planning to do all in house. two year campaign, not three.
 - d. 5 week sermon series starting right after Easter, think series could be really helpful for campaign launch. Title for banners is "Are you Full of It?" Each week will be something: gratitude, generosity, hope, etc. Ultimately leads to a culmination of pledging and dedication. Pledge would be May 1st – the last sermon in the series and launch date. Need some gathering events for people. Get lead gifts and lead donors. Hopeful lead gifts will be enough to start renovations during summer when school is out and a little slower.
 - e. Received \$1000 on the spot from congregational meeting. Also received \$500 from ELCA from Rusty's leadership award. \$1500 lead gift for campaign.
 - f.

Matt motion to direct staff to organize a funding campaign with Jerry Gray as chair and target of campaign to be 800k as detailed previously. Second by Brian. Motion carries.

Need to establish account to receive monies. Prior account was closed. Direct treasurer to work with staff accountant and operations director to create accounting system to keep track of all resources funded through campaign. Motion by Brian. Second by Maury. Motion carries.

6. 2014-15 Senior Pastor Assessment Update

Postponed to April. Bob and Austin will get with Rusty.

7. Active projects and future agenda items

- Bulletins available through hot-spot on Sundays - DOO
- Weather policy - DOO
- By-laws task force
- Open carry signs: Matt will have signs for staff to review later this week.

8. Adjournment

Meeting adjourned at 2:07 pm

FAITH LUTHERAN CHURCH
Council Meeting Minutes
April 10, 2016
1:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 1:06

Present: President Austin Adams, Treasurer Matt Engelmann, Vice President Bob Vidmar, Secretary Alyssa Jacobs, Myra Haugene, Richard Hinojosa, Brian Weaver, and Jerry Gray

Absent: Maury Tiller

2. Devotion- Richard Hinojosa

3. Approve minutes from previous meetings

- Regular meeting March 13, 2016
- Special Called Council Meeting March 3, 2016
- Special Called Congregation Meeting March 6, 2016

Motion by Brian to accept all Minutes. Seconded by Myra. Motion carries.

4. Receive reports with discussion as warranted on regular agenda items:

Finance Report

- Income for March was \$92.5K. Total income was up by \$6.6K vs. February and was \$4.2K above the ministry plan for March. We did record \$12.7k in rental income in the month of March. Total income averaged \$23.1K per week. This was up from the \$21.5K per week in the month of February.
- Expenses paid in March were \$88.0K. This is \$7.6K below the ministry plan and \$2.7K above what was spent in February. As a reminder, the ministry plan had the associate pastor and on additional staff position budgeted for the entire year.
- Designate person in charge of fund for Campaign.
Motion that we accept amendment that Matt will submit form to DOO to designate Jerry Gray to be in charge of fund for Campaign.
Motion by Austin, seconded by Brian. Motion carries
- MIF considers us one month in arrear and expect us to make it up. Need to have a conversation with MIF to clarify. Came out of conversation when we submitted proposal to lower payments to \$15K a month and were told not to make a payment until received a decision. Our strategy is the same - we will talk to MIF.
- Part of our contract with MIF requires us to have an account with them. We need to open account and deposit \$100.

Motion to accept by Myra. Seconded by Bob. Motion carries.

Pastor's Report

- Holy week attendance was the best since Rusty has been at Faith, Attendance was 951 for the weekend. Maundy Thursday and Good Friday were solid.
- Pastor Rusty, along with Julie, will be attending the ELCA Pastor of Large Congregations Conference the first week of May. Will also be meeting with Mike Foss task force at that time. Discussion of conference and the related expenses of spouse attendance. Conference is for spouses as well. The registration fee of spouse and in the future, travel, should be considered part of continuing education fees.
- Pastor Rusty will be taking family vacation the first two weeks of June.
- Staffing transition of Holly Turnbow's resignation. Need to look for someone to fulfill the Director of Disciple Connections position quickly. May need to change some staffing responsibilities – Kari and Pastor Rusty are in discussion. Will let council know as things develop via email. Pastor Rusty – Holly's position is truly a full time position, not part time. How are we going to transition the job going forward and not overspend the ministry plan?

Motion to accept Pastor's Report by Alyssa. Seconded by Richard. Motion carries.

Facilities Management Report

- Notice the difference in lighting on Good Friday. All controlled by one central control now. It is very helpful to the people using it during service. Thanks to Kari and her team for accomplishing it.

Posting reports on website

- Alyssa will send reports to Kari. Kari will send to Rhonda.

5. Strategic Big Rocks

- Creating a culture of discipleship
 - i. Distributed strategy update- New report of demographics sent out by ELCA show why ELCA is so invested in our distributed church strategy.
 - ii. Grant application for \$100K– We have given the ELCA zip codes that we have decided on and still waiting on demographic report. Once we receive report we will submit our application. Holly has been running point on this so we will need to transition. Kari will fill in void for the moment but need someone to collaborate with Kari to finalize application. Matt and Austin have volunteered.
 - iii. Associate pastor call process- Kari sent profile to council for review. Next step is to send it to Jane Mar for review and to file report. Make comments regarding application to Kari today. She will send final draft to council via email. Have 24 hours to respond and then we will send out final application.
- Financial sustainability
 - i. Path to selling North 3.5 acres – Austin
 1. Review activity
A company out of Dallas proposed to purchase the land to build town homes. \$5 per square foot. New realtor has knowledge that same company paid \$7 per square foot for town homes in an industrial area in Farmers Branch. This offer came through previous Realtor (Henry S. Miller). Austin explained that we don't have urgency to sell and that we have control until the day of closing as to intent of development.

Residential does not serve as a preferred development because of parking concerns. No need to counter this offer as of now. Land is not zoned for residential.

2. New realtor eff. 4/1/16 – Biel Partners. Available via conference call for any council members that have questions.

ii. Fundraising campaign – Jerry Gray

1. Leaders for the Campaign: Brian Weaver, Caryn Patterson and Larry Patterson, Josh Marten, Brian Mack, Kathleen Bower Gray, Ron Swenson, and Bruce Haugene.

2. Plan for next 6 or 7 weeks. Leadership event April 17th (went to 110 people/55-60 families). April 24th – Congregational Fellowship event. April 30th – prayer vigil (5-8pm, will have coverage the entire night). May 1st – commitment Sunday. May 22nd – celebration event

3. In process of visiting financial leaders in church – top 50 givers minus staff, council members and Jerry's team.

4. Campaign name: Branching Out

6. Discuss renovation plans and funding in context of degree of council oversight

Have a plan/strategy that has been previously approved and need to find out what gifts we receive from the campaign before it is decided how much and when the prioritized plans are executed. Council will be apprised of plans when information comes in but staff will be in charge of details. Staff will send out plans specifics before campaign starts and then will have a presentation mid May. Eyeing renovations to start as close to June 1 as possible; projected to take 6 weeks.

7. Discuss comments received regarding open and concealed carry signs

Approached by one member and told it was something that would cause them to leave/that a decision should have been taken to congregation to decide. A few members have mentioned that they were disappointed to see the signs. Insurance agent was glad to see the sign posted because the industry is already working on how it is going to affect premiums on churches that do not post.

8. Confirm By-laws task force

- Austin Adams, Janis Allshouse, FLDS representative, Youth representative, staff member
- Due September 1, 2016 – There are some 60 day guidelines that need to be in place before the annual congregational meeting in November.
- Topics:
 - i. Adding youth member to council
 - ii. Ratifying recommendation of FLDS By-laws
 - iii. Audit Ministry Team appointment procedures – need to appoint at least three people each year
 - iv. Term of council members (possibly change to three because it takes a while to bring new persons to speed)
 - v. DCS – bringing a person from other campus to be on council
 - vi. Review of membership rosters more frequently

9. 2014-15 Senior Pastor Assessment Update – Postponed to July

10. Active projects and future agenda items

- Bulletins available through hot-spot on Sundays - DOO
- Weather policy – DOO
- Annual review of membership roster(s) – staff to review quarterly, not once a year. Council needs to have more oversight.

11. Adjournment

Meeting adjourned at 3:54 pm.

FAITH LUTHERAN CHURCH
Council Meeting Minutes
May 1, 2016
1:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 1:06

Present: President Austin Adams, Pastor Rusty, Treasurer Matt Engelmann, Vice President Bob Vidmar, Secretary Alyssa Jacobs, Myra Haugene, Richard Hinojosa, and Maury Tiller.

Absent: Brian Weaver

2. Devotion – Myra Haugene

3. Approve minutes from previous meetings

- Regular meeting April 10, 2016

Motion by Richard, seconded by Matt. Motion carries.

4. Receive reports with discussion as warranted on regular agenda items:

- **Finance Report** – Finance Team has not met yet in May; report to be sent next week to council. Finance team will meet next week. Matt will email report out by the 15th.
- **Pastor's Report** – Trying to reorient the staff that we already have to prepare for the staff that we know we need. Reevaluating and changing job descriptions to make sure they fit where we are now and where we are going in the future. The change in staff descriptions will not be changing the ministry plan. After Kari and Pastor Rusty have finalized the plan, he will send out plan to council for feedback.
- **Facilities Management Report** – nothing new to report.

5. Strategic Big Rocks

- **Creating a culture of discipleship**
 - i. Distributed strategy update: To date, lead gifts have totaled \$91k and our goal was \$100k. Via email, we will need to have email vote to approve final plans once we have financials.

Motion to obtain email vote to go forward with final approval of plans once we receive final financial report for campaign by Myra. Seconded by Maury. Motion carries.

1. FM Campus modifications:

Bruce Turner is going to oversee the construction. Need to have a rendering of what it is going to look like so we can show congregation.

- a. The platform (\$52,000): Cake will come down and a single platform will be created. Platform will cover the apps. It will

angle off the walls and square off in the front and extend all the way to the back at one level. Kari will forward schematic to council. We will discuss in the future what to do about the cross/alter/artwork that is being removed for construction.

- b. Sanctuary aesthetics (\$24,900): Painting of sanctuary and moving/replacing the fabric wrapped acoustic panels.
 - c. AV Area (\$7,800): Small raised area for audiovisual team to help with line of sight and a clear space to work from. Will access the closet in the classroom behind that sanctuary.
 - d. Remove baptismal font and outfit for a camera (\$1,200): Current font does not work and has not worked for a while. It currently occupies a prime position for a center camera. New font should be mobile. We have to have a font for the next church, so for the interim we have ordered the font that will ultimately go the next site and will use at main campus to buy some time until we decide on what to do permanently here.
 - e. Additional costs (\$2,250): equipment rental, reinstall pews, final clean, etc.
2. Total for the above renovations is \$88,150. Not included that we still need: Cameras (\$10,000) and Window films for back wall (\$2,000). Total including cameras and window films is \$100,150 (staff recommendation). Other consideration is theatrical lighting. Proposal is for 12 light system at \$800 each, an additional \$10,000. Bob suggests doing a staged service so that we can see how it works with current lights to see how it looks. Additional expenses for worshiping in gym will hopefully be absorbed into ministry plan. Amount depends on how long we are worshiping in gym.

Motion to approve the modifications plan for \$100,150 as outlined, and direct staff to conduct a video test with regard to lighting adequacy and report back as soon as possible by Maury. Seconded by Matt. None opposed by members present. Motion carries.

Motion to make baptismal font purchase to the maximum of \$5,000 and to be reimbursed by second site funding by Matt. Seconded by Bob. None opposed by members present. Motion carries.

- ii. Grant application- Matt has began to put the appropriate documents into the PDF and has sent it onto Austin and Kari. Kari is going to give feedback and then Matt is going to revise again. Still waiting on demographics from ELCA.
- iii. Associate pastor call process – Our ministry site profile has been sent to Jane Marr for review. Once she returns it, Kari will revise and send out to council for final approval. Kari and Pastor Rusty have reached out to Jane for a status update.

- **Financial sustainability**

- i. Path to selling North 3.5 acres – Austin
 1. No activity from buyers
 2. New realtor, Biel Partners, acquired zoning documents to determine range of opportunities. A two story office building would probably be

the best. It would have weekday use for parking so we could use parking on weekends.

ii. Fundraising campaign

1. Status – today was Commitment Sunday.
2. What is next? Still accept commitments in the next few weeks based on previous campaign experience. Will have a rough number for council tomorrow.

6. 2014-15 Senior Pastor Assessment Update – Postponed to July

7. Active projects and future agenda items

- June meeting date – June 26, 2016
- Bulletins available through hot-spot on Sundays - DOO
- Weather policy – DOO
- Annual review of membership roster(s)- hopefully ill have done by next meeting

8. Adjournment

Meeting adjourned at 3:45 pm

FAITH LUTHERAN CHURCH
Council Meeting Minutes
May 21, 2016
8:30 AM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

Attendees: Austin Adams, Bob Vidmar, Matt Engelman, Rusty Sullivan, Maury Tiller, Myra Haugene, Richard Hinojosa

1. Call to order. Quorum present.
2. Receive and discuss presentation by Pastor Rusty with regards to Branching Out Campaign
 - Discussion followed which included updated pledge totals and the planned sanctuary remodeling. Lead gift total to date is \$129,000.
 - Lead pledges will cover the remodeling budget. Cost estimate is
 - i. \$88,150 for construction remodeling
 - ii. \$10,000 for cameras
 - iii. \$2,000 for gathering place window film
 - iv. \$10,000 for theatrical lighting
 - v. No baptismal font replacement in budget
 - Motion: Proceed with the remodeling per budget presented. Motion carried unanimously.
3. Adjournment

FAITH LUTHERAN CHURCH
Council Meeting Minutes
June 26, 2016
1:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 1:01.

Present: President Austin Adams, Pastor Rusty, Treasurer Matt Engelmann, Vice President Bob Vidmar, Secretary Alyssa Jacobs, Brian Weaver, Richard Hinojosa, and Maury Tiller.

Absent: Myra Haugene

2. Devotion – Maury Tiller

3. Approve minutes from previous meetings

- Regular meeting May 1, 2016

Motion by Richard, seconded by Bob. Motion carries.

4. Receive FLDS Annual Report from Brian Marvel.

Council thanked Brian for his service and leadership on the FLDS board for the past three years.

Motion to ratify FLDS board elections by Bob, seconded by Brian. Motion carries.

Motion to accept FLDS Annual Report by Brian, seconded by Matt. Motion carries.

5. Receive reports with discussion as warranted on regular agenda items:

- a. **Finance Report:** May was an improvement over April. Having 5 Sundays provided some lift to the overall giving. However, the average weekly giving remains lower than needed to fund the ministry plan. We did add \$8.3k to the operating cash reserve in the month. The Designated funds increased by \$8.7k for the month. The majority of this was to set aside the Branching Out tithe. The cash position also includes the \$93.9k of cash on hand for the Branching Out campaign, a very good response by the congregation to fund the lead gifts request in a timely fashion. The total bank balance increased by \$103.8k and is at \$146.0k. Operating cash flow remains a serious concern. May was a better month, but the slower summer season is ahead, and spending will need to be well controlled. June is not looking like a strong month. Will most likely have a deficit and will eat into June's overage. The question is by how much.

Motion to accept Financial Report by Maury, seconded by Bob. Motion carries.

b. Pastor's Report:

- i. Thankful for time away to travel to Rwanda. Feedback from staff that everything went well while Pastor Rusty was away.

- ii. Going to convene nominating team to encourage and lay out intentional schedule for next year's council. Hope to identify people by end of summer to recommend at annual meeting.
- iii. Asked by Scott Suskovic to go to Christ Lutheran in Charlotte, North Carolina with some staff and sit down and learn from each other. They are a bigger church and in a similar process as us in opening a new site and it would be a good opportunity. Not sure as to what staff he would bring along, needs to research more as to what staff counterparts there are to meet with. Rusty will get back to council with data and numbers at next meeting.
- iv. Mike Foss has asked to partner with Pastor in writing a book. Needs to answer shortly because he has to get back to publisher. Project will probably take a year, 9 months of writing and 3 months of editing. Would like to start work on August 1st. Council is supportive of Pastor Rusty accepting opportunity if he chooses and will support him through the process.
- v. Prayers for Pastor Rusty's previous church, Pilgrim. Said goodbye to Rusty's successor and they are in a transition.
- vi. Follow up as to staff changes: there is enough instability in church at the moment and it is not the right time to be making adjustments. Would like to get through unsettled nature of renovation before making any changes

Motion to accept Pastor's Report by Richard, seconded by Brian. Motion carries.

c. Facilities Management Report

- i. Kari sent out email with update on sanctuary remodel and other campus modifications including pictures of how process is going.

6. Strategic Big Rocks

d. Creating a culture of discipleship

i. Distributed strategy update:

1. **Modifications & funding of the same:** See attached email from Kari with funding numbers. We are in a good position and on track.
2. **Grant application:** Not submitted yet. Still waiting on demographic analysis. Pastor contacted ELCA and they are going to be sending them directly to Rusty and application should be sent prior to next meeting.
3. **Associate pastor:** Caught in transition of leadership of Bishop's office. Jane Mar sent three names and Rusty contacted them. Rusty thought two would be a good fit to talk to call committee. Rusty has since found out that one of the candidates is in the final process with another church and the second candidate decided to stay where he is currently located. Now we are at square zero as we wait for Bishop to fill assistant position and for assistant to get back to us with more candidates. It will be August/September at earliest before we receive more names.
4. **PT contemporary worship leader:** Kitty is actively looking and has held a few phone interviews. She has a few that she feels would be a good fit. She is going on vacation, when she returns her intention is to have candidates come and lead worship as an

interview process. Goal is to have a worship leader by end of summer and we are on track.

e. Financial sustainability

i. Path to selling North 3.5 acres – Austin

1. No activity from buyers. John and Jared of Biel Partners have been working diligently to find potential buyers. Austin continues to press for a buyer to build two-story office building however that would be a risky build for an investor. Biel partners are working with a client in The Colony for a climate controlled self-storage and have presented our property as an investment opportunity. Price per square foot for self-storage would be \$8-10. Would need a special use permit from Town of Flower Mound and we wouldn't have mutual use parking. One story office building would be in \$6+ per square foot range. *Shared parking is the preferred opportunity, if not, then we would need to consider reserving an amount of land for parking. Also, we can get creative with parking opportunities using nearby lots. Council will hear all offers.*

ii. Fundraising Campaign

1. Status: We have received the cash to fund renovations and we have reserved benevolence in account. Matt's recommendation is to wait until renovations are finished before we release benevolence then use recurring funds to pay down debt.
2. What is next: Need to update congregation and let them know how we are doing and that we are still running \$10k behind. Need to bring up point that we are actively looking for associate pastor but we cannot afford one even if we found the right candidate. Have a ten-minute informational meeting after each service and send out a one-page summary via mail. Looking at July 17th.

7. 2014-15 Senior Pastor Assessment Update – Bob and Austin

Pastor Rusty, Austin, and Bob met several months ago about assessment, they were finally able to meet again on June 25, 2016 to finish delivery assessment. Pastor Rusty, Bob and Austin signed the assessment.

There is an addendum that states that assessment was based on letter of call and set of expectations that were set by Council in 2009 and 2010. These expectations have reached their useful life and it is now incumbent on us to create a new set of expectations going forward. It is not just a Senior Pastor assessment but also a senior leadership assessment. It should include an evaluation as to how the council is meeting expectations. There are expectations of Council that we need to address.

Our Pastor is paid well under the median for Pastors in his experience in similar sized congregations with similar demographics that have multiple associate pastors. He is fulfilling the role of two or three others. Austin is going to conduct a survey of what other senior pastor salaries of similar size in the area are. Will have data available for input in the budget process.

8. Active projects and future agenda items

- f. July meeting date needed? Yes, have July 10th meeting with modified agenda to catch up and get ahead on items such as senior pastor evaluation and ministry plan.

- g. Bulletins available through hot-spot on Sundays – DOO. We do not have an item by item play of either service so there is no need. Will remove from agenda.
- h. Weather policy – DOO. Kari emailed on May 6th, see email attached. Will remove from agenda.
- i. Annual review of membership roster(s). Does not need to happen until early Fall by Pastor Rusty.

9. Adjournment

Meeting adjourned at 3:55 pm.

FAITH LUTHERAN CHURCH
Council Meeting Minutes
August 14, 2016
1:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 1:06.

Present: President Austin Adams, Pastor Rusty, Vice President Bob Vidmar, Secretary Alyssa Jacobs, Brian Weaver, Richard Hinojosa, Myra Haugene, and Maury Tiller.

Absent: Matt Engelmann

2. Devotion – Bob

- 8 Ways to Help Discern God's Will for Your Life (attached)

3. Approve minutes from previous meetings

- Regular meeting June 26, 2016

Motion by Brian, seconded by Maury. Motion carries.

4. Receive reports with discussion as warranted on regular agenda items:

- **Finance Report** – Cash is a major concern over the next 30-60 days. Income for July was \$78.9k. Expenses paid in July were \$92.6k. This is \$4.1k below the ministry plan. Spending was up \$10.6k from what was spent in June. We continue to be in the summer doldrums. The average weekly giving remains lower than needed to fund the ministry plan. We consumed a large amount of cash to fund operations, using \$13.7k in the month. The Designated funds (including Branching Out) had a slight draw down of by \$5.5k for the month. The Branching Out fund had a major draw down as we made a \$71,083 payment to the contractor for the sanctuary renovations. The overall cash position decreased by \$81.6k and is at \$38.5k. Operating cash flow is not a critical concern; July showed no improvement in giving and puts a lot of pressure on our overall cash position.
 - i. Adopt resolution authorizing Treasurer and DOO to open and administer accounts when required to serve as conduits for gifts to LPL brokerage account. *Motion to adopt resolution by Alyssa, seconded by Myra. Motion carries.*

Motion to accept Financial Report's for June and July by Brian, seconded by Bob. Motion carries.

- **Pastor's Report**

- i. Busy summer! A lot of work has gone into creating a really good worship experience for folks while the sanctuary has been renovated. A lot of positive feed back. Day Camp and VBS was a success and great ministry. We had over 70 volunteers on top of Briarwood counselors that week. We have a lot

of visitors and are lacking the staff position to connect and follow up with those visitors. We could be more effective. Good news is that visitors are coming but there is improvement that needs to happen on the back end to connect those visitors. It is taxing on staff to have that position empty.

- ii. Pastor recommends the book *Pastor and People* to council to read on Mutual Ministry.

- **Facilities Management Report**

- i. Kari sent out email with update on sanctuary. Flashing on sanctuary building came off during storm. Flashing was fixed; however, the company that came in to repair damaged the sidewalk in process. The company is going to pay to have the sidewalk repaired. Kari is doing a really good job managing expenses and keeping the facilities running.

Motion to accept Pastor's Report and Facilities Management Report by Bob, seconded by Myra. Motion carries.

5. Strategic Big Rocks

- Creating a culture of discipleship
 - i. Distributed strategy update
 1. Review status of critical path determinants
 - a. Modifications & funding same – in process
 - b. Grant application – completed and submitted
 - c. Associate pastor – no active candidates to talk to at moment. One name from Bishop Gronberg did not pan out. Looking at nontraditional channels to find names, like reaching out to seminary professors and asking for names. Bishop is aware of these actions.
 - d. PT contemporary worship leader
 - ii. Associate pastor call process – Pastor is spending a lot of time searching for the right person. However, even if successful in finding right person, we do not have the resources to pay that person. This week a potential new mission partner has committed a \$36k gift and suggesting we use it for associate pastor salary and wants to give \$5k to help fund expenses of finding associate pastor. This gift is tremendous and also points to God encouraging us to continue on the path of finding an associate pastor. An associate pastor is necessary to sustain church we are now, not for opening new site(s).
 - iii. Financial Sustainability: 127 families pledged. Through the end of June, 95 families are tracking. Collectively they have pledged \$347K through 6 months. They have actually given \$377k. A huge Gloria that they have given above their pledge by \$30k as a group. On the other side, the other 32 families are distributed between 27 trailing, 4 never started, and others are in “watch” category. Our problem lies in that we have received gifts from 155 other family units (not all mission partners) in the same 6-month period. They have given something and produced a little over \$100k collectively. These families have not committed to Mission Plan, but we have 95 families that are pushing as hard as they can.
 - iv. How are we going to move forward with this gap? We are running at a deficit and expect to run through our reserves in the next 30-60 days. We need to start making decisions soon and make structural changes. We are structured

to be a big church, but we are resourcing as a medium sized church. There is nothing we can cut and have same impact we have now. We need to be honest and transparent in letting the congregation know what our situation is. Need to take ministry plan and get rid of it and start from scratch, building a new ministry plan mid year. That is what we need to present to church and this is how we need to operate. Ministry plan expenses \$95k a month including associate pastor, pt music leader, current staff, plus outreach/connections position. We are \$9k differential, which equals around the associate pastor and pt music leader. With all areas of income we still have a \$5k differential per month that we need to cover. Bob - We need to remain a mission minded church, but can we still be mission minded on a \$1 million budget? Austin – We can, but probably not on current site. This would impact/cut Day School and lose members/income.

**Suggestion to have another meeting to discuss financial sustainability.

In preparation for meeting, Council will: pray, think about priorities, how priorities link to expenses, how to communicate, and different scenarios of structure (Rusty).

Council will meet on Wednesday, August 17th to discuss revised Ministry Plan and communication of Ministry Plan to congregation.

Council should talk to their circle of influence and ask them to communicate to others so we reach the 155 not committed. Message: we have increased giving but we aren't quite there yet.

- **Financial sustainability**

- i. Path to selling North 3.5 acres – Austin
 1. One contact, no follow discussions
- ii. Fundraising campaign
 1. Status
 2. What is next?

6. Active projects and future agenda items

- Annual review of membership roster(s)

7. Adjournment

Meeting adjourned at 4:35 pm.

FAITH LUTHERAN CHURCH
Council Meeting Minutes
September 11, 2016
1:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 1:05.

Present: President Austin Adams, Pastor Rusty, Vice President Bob Vidmar, Secretary Alyssa Jacobs, Treasurer Matt Engelmann, Brian Weaver, Richard Hinojosa, Myra Haugene, and Maury Tiller.

Also in attendance: Allen Haugen.

2. Devotion – Matt Engelmann

- Depend on the Lord (attached)

3. Approve minutes from previous meetings

- Regular meeting August 14, 2016
 - i. Motion by Maury, seconded by Brian, motion carries.
- Special called meeting on September 1, 2016
 - i. Motion by Myra, seconded by Richard, motion carries.
- Regular meeting July 10, 2016
 - i. Motion by Brian, seconded by Matt, motion carries.
- Special called meeting May 21, 2016 – Austin and Alyssa will create minutes to circulate to council for review

4. Receive reports with discussion as warranted on regular agenda items:

- **Finance Report:**
 - i. Cash will be the major issue over the next 30-90 days. The final construction invoice has been received and is approximately \$41k, in addition we have \$7k of invoices as part of the renovations. These invoices need to be paid by October 1st. On the positive, we expect to receive \$15k to \$20k in Branching Out fund in September. We can use some of the cash balance of \$35k, but cannot reduce to zero, due to daily cash needs and normal cash fluctuations. Alternatives reviewed by finance team. Skip mortgage payment, delay paying construction company, request a short term loan from day school reserve fund. Recommendation: request \$25,000 (maximum) loan from Day School reserves. Loan to be paid back by December 31, 2016. Finance team to have special meeting on September 27 to review final needs / prioritization.
 - ii. Discussion: Does the Day School have authority to say no to loan? We need to make request of Day School Board to approve loan. Expectation of answer? Suggestion came from a person serving on both Finance Team and Day School Board. Constitutionally, we do not need authority anymore but relationally it is the right thing to do to seek partnership. The Day School Board will be welcome to say no. Suggestion of not skipping a mortgage

payment was not recommendation of finance team because we are already one behind and don't want to aggravate bank. No fees associated with missing a payment. Discussion of communicating to congregation and Council leadership.

1. Motion by Matt for Council to request a maximum of a \$25k loan to the Day School Board to be paid back by December 31st, seconded by Richard, Motion carries 7 to 2.

*** Not an easy decision for Council to ask the Day School for funds, but we thought that this was the best choice available to us.

Motion by Alyssa to accept Financial Report, seconded by Brian, motion carries.

Recess from 2:33-2:38pm.

- **Pastor's Report:** Nothing to add beyond agenda items.
- **Facilities Management Report:**
Surprise inspection by fire inspector and everything came out fine. Sprinkler Company inspected system and found a few things that need to be addressed. Kari will work with them on that.

5. Discuss decision tree path for sanctuary furnishings and art:

(Staff is not ready to present plan to council.)

- i. What is the total list of items we own? (less than a dozen)
 - ii. Is there value to maintaining all carved liturgical pieces as one group?
 - iii. KEEP (Store or use) or DISPOSE (Gift or Sell or return)
- *Allen* – Jackie and I appreciate the cross, it has been here since came to church, and would like to see it going forward. It distinguishes sanctuary from just being another meeting room. *Austin* – there will definitely be a cross in sanctuary. The size and weight with the previous cross present challenges. We are looking at things and have not decided anything. All pieces have an art value and appreciation of art has become part of sustaining some people's faith. Thank you Allen for contribution and being at meeting.
 - Josh Marten has asked that he be given opportunity to give proposal on how to refurbish/repurpose existing pieces. He has some ideas on how to transform items to be usable in new space. He has been driving force behind repurposing welcome table and cabinets. Pastor Rusty's suggestion is for Josh to sit down with Kitty and Pastor to discuss considerations. Bob will contact Josh to get in contact with Pastor Rusty and Kitty.
 - If an item that has been donated ends up going elsewhere, we will acknowledge those who donated.

6. Strategic Big Rocks

- Financial sustainability
 - i. Path to selling North 3.5 acres – Austin
 1. No contacts
 - ii. Fundraising campaign
 1. Status – campaign is tracking.
 2. What is next? Brian will get with Jerry to plan a reminder event for the Fall.

- iii. Preview ministry plan – Due to unforeseen events, staff is a little delayed in finalizing ministry plan to present to council. Staff is working on ministry plan. However, maybe we need a new process. Staff is trying to create a ministry that costs \$1.1-2 million and cut them down to \$1 million. Before staff further builds plan, Council needs to make some decisions about priorities. Schedule an extended meeting for council where ministry plan is the only thing to discuss. Thursday, September 15 at 5:30. If we do not finish, we will meet on Sunday, September 18.

7, Creating a culture of discipleship

- iv. Distributed strategy update
 1. Review status of critical path determinants
 - a. Modifications & funding same – Modifications are done and we have a plan to fund.
 - b. Grant application – Grant application for Pastor is approved and pending until/if we call pastor. Grant application for new site development is classified as pending. Everything looks fine and good, however that they will continue it as pending until we call a pastor because we need a developer for grant. Will have dual developers – Pastor Rusty and called Pastor. Will not matriculate until we move to new site but will take “pending” off when new pastor is called.
 - c. Associate pastor – Received a name from Bishop a few weeks ago. On paper, candidate was very qualified and the type of candidate we are looking for. Pastor Rusty had some follow-up conversations with person and discovered that person is looking for a short-term position/commitment. Pastor Rusty thinks we should be looking for a minimum of a 3-5 year time line and candidate was looking at 2-3 years. Bishop Gronberg has named Pastor Totzke as assistant and Pastor will be working closely with her for future names.
 - d. PT contemporary worship leader – nothing new to report.

8. Active projects and future agenda items

- Annual review of membership roster(s) – postponed until end of year, but staff is working on it.
- Discussion of moving Council meetings to accommodate council members attending upcoming Bethel Series. October, November and December meetings will be at 3 pm.
- Nominations: Pastor met with nominating team recently and they are on track. Nominating team had asked Pastor and executive team to come up with list of names to recommend for council. Team came back and said that they are working hard and coming up with names among themselves and are not going to look at list at this time.
- October meeting will be on the 16th.

9. Adjournment at 4:16 pm.

FAITH LUTHERAN CHURCH
Council Meeting Minutes
September 15, 2016
5:30 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 5:41

Present: President Austin Adams, Pastor Rusty, Vice President Bob Vidmar, Secretary Alyssa Jacobs, Treasurer Matt Engemann, Brian Weaver, Richard Hinojosa, Myra Haugene, and Maury Tiller.

2. Open with Prayer – Austin Adams

3. What are we doing to fulfill our Mission?

- **Objective of quality dual (traditional/contemporary) worship experience**
- **Developing community within/Connecting Ministry**
 - i. **Youth Ministry/Reach Kids**
 - ii. **Day School**
 - iii. **Small Groups**
- Stephen Ministry
- Lutheran Theology
- Music Ministry
- **Outreach**

4. Pastor Rusty

- At a crossroads and Council needs to decide where we are going.
- Staff has recommended plan to sustain current plan/priorities, it is the same plan as last year.
- Wrestle every month that our church is not resourcing our plan.
- For 2017, we have to find way to increase resourcing by 13% OR
- Need to come up with plan that goes with resourcing we have been providing.
- Bottom line, cannot be the church planned/envisioned for a million dollars, we need at a minimum \$1.3 mil.
- Update on numbers through 9/15:
 - i. \$693,721 in receipts
 - ii. \$717,856 in expenses
 - iii. \$24,135 variance
- Where are we headed:
 - i. \$1,017,422 projected expenses max
 - ii. \$997,000 receipts projected, based on history
 - iii. \$3,907 projected variance

- We are not drowning, we are treading water, but we can only tread for so long (then we get exhausted)

5. Discussion:

- It is easier/more positive to have discussion on how to resource 1.3 mil plan.
- While more fun to plan for that we need to acknowledge that we have not resourced it for several years in a row.
- We want it all but don't want to pay for it. Before we get tactical, we need to determine strategy. Zero way we are going to see another pastor at a million dollars;
- If we said we wanted a second pastor and cut some priorities we could have them, but it would change the church that we are. If we cut a youth position, we will not sustain our current programs;
- \$954,000 tied up in contractual commitments;
- Two paths: find way to live into plan we have or go with a million dollar plan and realize we will be a different church;
- Proven historically that we have been unable to get people to give at a level that will sustain another pastor;
- Gamble to call a new pastor; have a grant to cover only 4 months of salary;
- How do we reach our members?
 - i. Not a one sized fits all conversation
 - ii. Good opportunity to be relational and see what is going on in our member's lives
 - iii. Need to look at younger generation/those not pledging and learn from them and their perspective.
- Might take a combination of adjusting expectations of mission partners and having conversations and learning from those not committing.
- Pastor feels we have the right plan, but we need to mature and grow as a church until we reach this plan.
- It may be beneficial for some to demonstrate what it takes to operate a church. For example, show how each \$1 given is distributed to different ministries
- Most that do not pledge also have not attended congregational meeting. To start conversation with those that did not pledge, you can use that as a way to update them on mission and strategy and then importance of pledging
- Not all people understand exactly what it takes to run a church. Folks need a pivotal moment that changes their view on how they can contribute
- Rusty – I still think we can do this. We have work to do. We need to be all-in.
- The next steps should be to adopt \$1.13 million ministry plan then determine a communication strategy
- Some minor changes will need to be made to specific line items, but overall \$1.13 million will be maximum
- No staff salary increases will be included in ministry plan.
- *Motion by Bob Vidmar: I move that we adopt the \$1,130,450 ministry plan and send it to the staff to finalize the line item details. Seconded by Maury Tiller.*
- In our communication, we should thank all of those that pledged to this year's plan
- A first step in the communication should be to show the significance of the ministry plan without asking for a pledge. That will come later.

Brian took action to summarize all the ideas for the communication plan and send to council members. Council will need to decide who and how the communication plan will be put into action.

6. Adjournment

FAITH LUTHERAN CHURCH
Council Meeting Minutes
October 16, 2016
3:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 1:05.

Present: President Austin Adams, Pastor Rusty, Vice President Bob Vidmar, Secretary Alyssa Jacobs, Treasurer Matt Engelmann, Richard Hinojosa, Myra Haugene, and Maury Tiller.

Absent: Brian Weaver

2. Devotion – Opening prayer by Bob Vidmar

3. Receive Nominations Team report:

The team has discussed nominees and the report is not finalized.

4. Approve minutes from previous meetings

- Regular meeting September 11, 2016
 - i. Motion by Austin, seconded by Bob, motion carries.
- Special called meeting on September 15, 2016
 - i. Motion by Austin, seconded by Bob, motion carries.
- Special called meeting May 21, 2016 – Postponed until next meeting

5. Receive reports with discussion as warranted on regular agenda items:

- **Finance Report:** Income for September was \$80.2k. Total income was up by \$.8k vs. August but was \$6.9k below the ministry plan for September. Both August and September were 4 Sunday months. Total income averaged \$20.0k per week in September (4-week month). This was just slightly higher than August, and higher than our YTD weekly giving. Expenses paid in September were \$88.9K. This is \$2.9K below the ministry plan. Spending was up \$4.2k from what was spent in August. As a reminder the ministry plan had the associate pastor and one additional staff position budgeted for the entire year. We experienced some improvement in weekly giving for the month. However, the average weekly giving remains lower than needed to fund the ministry plan on an ongoing basis. We consumed \$8.7k of cash to fund operations in September. The overall cash position decreased by \$28.8k and is at \$6.3k. Operating cash flow continues to be a critical concern. All costs of sanctuary renovation have been paid. While we are extremely challenged, we are also Blessed by our Savior, on a daily basis. Through continued Gratitude, Faith, Prayer, and Diligence we will see our way through the challenges.

Motion by Bob, seconded by Maury, motion carries.

- i. FLC Council Resolution (attached)
Council believes that current available cash is a temporary issue that will be resolved by the end of the year; and the Council authorized any two

independent members of the Executive Ministry Team to enter into written cash funding agreement with mission partner(s) not to exceed \$20k in aggregate, that would require temporary cash funds to be restored to said mission partner within 100 days of agreement date; and above delegated empowerment of the Executive Team shall expire December 1, 2016.

Motion by Bob to accept FLC Council Resolution as amended and executive ministry team shall notify all council members of agreement, seconded by Matt. Further Discussion – Rusty, should not borrow more than what we need and restoring this to mission partner as soon as possible. Rusty would like to be notified if we do enter an agreement and how much it is. Motion Carries.

- ii. Review FLDS discussions: Pastor Rusty and Austin met with Day School Executive Board on October 12th. Did not want to strain developing relationship with Day School by asking for loan. Talked about reviewing organizational strategy with Day School to make them more “of” Faith Lutheran Church and not “at” Faith Lutheran Church. Some hesitation to enter into financial restructuring when not sure what organization structure would look like. The timing was not ripe to have the financial discussion.
- iii. Discussion of adapting Resolution versus delaying payment to MIF. Either option does not solve our problem, it just defers. Funding that we are providing today does not allow us to be the church that we are. We need to be more relational to meet all members of the congregation and not just the members that attend the annual meeting and answer yes to our ministry plan. Matt suggested having a council member whose position is concentrated on communications.
- iv. Discussion of Pastoral Compensation: Executive session without Pastor Rusty present.
Return to open session.
Motion by Bob to recommend to congregation a ministry plan that includes a \$6,000 increase in Pastoral Compensation Package, seconded by Alyssa. Motion carries. Vote 7-0 (Pastor Rusty was absent for vote).

- **Pastor’s Report:** Nothing to add beyond agenda items.
- **Facilities Management Report:** None.

6. Strategic Big Rocks

- Financial sustainability
 - i. Path to selling North 3.5 acres – Austin
 1. No contacts
 - ii. Adopt proposed ministry plan:
 1. The finance team views proposed plan to be a reasonable budget of what we want it to be, but how do we fund it?
 2. Finance Team proposed staff salary increase of 3% and senior pastor salary increase of 5%. This would add an additional \$16k to the ministry plan.
 3. \$150k is a lot of money, but not insurmountable. Comes down to \$3k a week. We CAN do it. Are we going to/willing to do it? Need Council to be very matter of fact and communicate that it takes what it takes to be what we are, so either we fund that or we become a different church.

4. Bob moves to recommend to congregation a ministry plan arrived at by compiling the recommended line item budget and the annual cost of staff (excluding the senior pastor) compensation changes, seconded by Matt, motion carries.
 5. Discussion: Pastor Rusty: Will abstain from vote on Senior Pastor compensation. If we as a church do not do anything in this area but approve 3% increase from staff, he would like to find a way to do that. Thinks that as the leader of the staff, his own compensation increase should be in line with compensation increase given to staff. He would like to see that number adjusted to 3%.
- Creating a culture of discipleship
 - i. Distributed strategy update – Postponed until call of associate pastor filled
 1. Review status of critical path determinants
 - a. Modifications & funding same - Complete
 - b. Grant application – pending call of associate pastor
 - c. Associate pastor call process
 - i. Had candidate on campus last weekend that met with call committee. Call committee is scheduled to meet tomorrow night to debrief. Pastor Rusty will let Council know if there needs to be a next step with this candidate. By far, the strongest candidate we have to talked to.
 - ii. Pastor Totsky has some additional candidates to send to Pastor Rusty. He told her to hold it until he talked to call committee.
 - d. PT contemporary worship leader
 - Annual Congregational Meeting on November 13th at 12 pm.
 - Next Council meeting: on Wednesday, November 9th at 6 pm.
 - i. Should discuss staff gifts
 - A task force of two FLDS Board Members, two Council Members, Pastor, Kari and Ann would make a good group to being discussions. Maury and Bob (if reelected) will represent Council.

7. Active projects and future agenda items

- Annual review of membership roster(s)
 - i. Going to conduct a census during season of Advent. Staff will come out with a creative and fun way to execute.
- Review status of sanctuary liturgical furnishings and art
 - i. Need to be prepared for discussion at congregational meeting. Staff is still working on options. Will put on annual agenda meeting a statement.

8. Adjournment at 5:44 pm.

FAITH LUTHERAN CHURCH
Council Meeting Minutes
November 9, 2016
6:00 PM

FLC Vision: Every generation experiencing the freedom of Christ.

FLC Mission: We faithfully honor Jesus by developing disciples to reach others with the light of God's hope and love.

1. Call to order

President Austin Adams called the meeting to order at 6:13 pm.

Present: President Austin Adams, Pastor Rusty, Secretary Alyssa Jacobs, Richard Hinojosa (by phone), Myra Haugene, and Maury Tiller.

Absent: Brian Weaver, Treasurer Matt Engelmann, and Vice President Bob Vidmar

2. Devotion – Pastor Rusty

3. Review and discuss agenda and presentations for Annual Congregation Meeting Sunday, November 13, 2016 at 11:45 pm.

- Open with Prayer
- Announce Quorum
- Election of Officers, At Large Council Members, and Nomination Team
 - i. Ballot
 - ii. Motion
 - iii. Nominations from Floor
 - iv. Cast one Vote for each nominee
 - v. Motion to Destroy Ballots
- Update about sale of land
- Update about Associate Pastor
- Presentation of 2017 Ministry Plan
 - i. Motion to adopt the Ministry Plan for 2017.
- Direct Council to approve minutes from Meeting

Discussion:

- i. Goal is to have congregation feel so inspired by our Mission and Vision that they will go home and reassess their giving. Monetary gap we have is relatively small. If we are going to get off plateau, our message needs to be about growing the kingdom. A firm commitment to being a greater church – we are growing the good ole fashioned way, but we are not growing intentionally. Have to get people excited about our opportunity to reach others.
- ii. We are not going out and finding people, people are finding us. We need to live into our Mission Statement of reaching others.
- iii. Financially we had a great month in October. We are projected to be around 1.13-1.30 mil this year. A deficit of 120k – not a huge number when spread across the congregation. We need to inspire our people missionally or take

some steps to make our church sustainable. The first thing to come off the board would be an associate pastor and other staff positions.

- iv. What is percentage of people that attend the annual meeting that turn in commitment cards? Almost 100%. People that attend the meeting are all in. However, they are not talking to their circle of influence that includes those that are not attending/turning in commitment cards.
- v. How do we hold people accountable to returning commitment cards? Is it an expectation or an invitation? We are having a census in upcoming weeks.
- vi. What are we going to do differently this time?
- vii. Commitment cards – have different options, including an option to opt out. Use it as an opportunity to talk to them. Card is a vehicle; it is the commitment we are talking about. Mission Partners turn in cards and communicate their commitment.
- viii. If we can't count on you, we cannot have you making decisions for our church. Guests and visitors are welcome here all day long without having doing something, however if going to call themselves a mission partner they need to roll up their sleeves and work.
- ix. Governed and run by constitution and by laws, so we are having a member meeting on Sunday, not a mission partner meeting? Semantics. Constitution sets out duties and responsibilities of a member. Must be a biblical steward. If they want to argue that a biblical steward does not give that is a hard-pressed argument.
- x. Council as a whole would like to see more accountability.
- xi. If a member chooses not to live into their responsibilities then what is the consequence?

4. Staff Gifts – nothing decided

5. Adjournment